

Title VI Training for Volunteers, Individuals, Board Members

What is it? Who is it for? How do we comply?

The Title VI of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, and national origin. The definition includes ethnicity classifications as well. Examples include but are not limited to: African American, Caucasian, Latino, American Indian, Egyptian, Asian, German, Bengali, etc.

Discrimination practices can include:

- Denying an individual any service, financial aid, or benefits
- Providing a different service, aid or benefit, or providing them in a manner different than they are provided to others segregating or treating individuals separately in any manner related to receiving program services or benefits retaliation
- Limited English proficiency discrimination.

Anyone who receives federal dollars either directly or indirectly from the federal government must comply with the provisions of the law. This includes grantees, contractors, and state agencies.

- If you receive a grant from the TN Arts Commission you are considered a grantee and can benefit from the full coverage of the law.
- All programs and services you provide must be evaluated to ensure that they are not discriminatory on the basis of race, color or national origin.
- Examine your procedures and programs. There are self-assessment tools available on the Arts Commissions website available for your use.
- Keep accurate records of participation in your programs by race if possible. This information is reported in the grant process.
- Programs and services include the requirement for translation services if requested. Please see the Arts Commissions website on LEP services.
- Designate a staff member or coordinator to be in charge of all Title VI related issues.
- All of your staff, board, and volunteers must understand the requirements of the law.
- Training should be conducted yearly.
- Keep records of “in-house” and TAC training on-site for three years.

What do you do if you feel you have been discriminated against?

- Write down a full account of the discrimination event. Include full detail including names, times, dates and location information.
- Contact one of the following:
 - The TN Arts Commission Title VI Coordinator: William Coleman, william.coleman@tn.gov, 615-532-9797.
 - The TN Human Rights Commission: http://www.tn.gov/humanrights/complaint_form.html
 - Federal Department of Justice: <http://www.justice.gov/contact-us.html>.

Tennessee Arts Commission Title VI Policy Statement

Title VI of the Civil Rights Act of 1964 is the federal law that prohibits discrimination based on a person's race, color, or national origin. All Tennessee Arts Commission grantees are subject to compliance with this and other applicable federal laws. Contact the Commission's Arts Access program director at 615-532-9797, who also serves as the agency's Title VI coordinator for more information or for free Title VI posters.